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Book Review. Turbulence!: Challenges and Opportunities in the World of Work: Are You Prepared for the Future? by Roger E. Herman

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BOOKS



By Donna K. Bausch

Electronic Evidence. Jordan S. Gruber. Lawyers Cooperative Publishing. 1995. \$110. Order: (800) 527-0430

This work is directed primarily to attorneys and other legal professionals who wish to learn more about the use of audio and video recordings in the legal arena. The author states up front that it is both an original work and a compilation of works previously written for Lawyers Cooperative, including AmJur Trials and AmJur Proof of Facts. Consequently, throughout the book are references to Lawyers Cooperative publications, and it contains an excellent list of ALR annotations collecting cases on the use of audio and video recordings. Although the work contains some citations to cases and articles on the subject, the usefulness of the work for the trial practitioner would be greatly enhanced when it is placed on the shelf next to ALR and AmJur materials.

The work presents very detailed technological information on the making, use and alteration of audio and video recordings. In fact, a major portion of the work is devoted to a technical discussion of the manner in

which such recordings can be fabricated, and goes into great detail regarding the use and qualification of forensic experts.

The heavy casebook binding suggests a concise and authoritative reference source for the practitioner. It succeeds, however, only in the context of technical information, and resort must be had to other works to locate authoritative or persuasive case law necessary for use by the practitioner to admit or contest admission of such evidence. Indeed, although issues of consent of the parties permeate admissibility issues regarding this type of evidence, the author states that issues of consent are beyond the scope of this book.

Otherwise, the book is extremely segmented and well-organized, and contains a detailed table of contents which spans 35 pages. It also contains a compendium of checklists and model discovery for use when addressing audio and video evidence, as well as a glossary of terms and an appendix noting leading cases in various federal and state courts regarding the use of VoiceGram (commonly also referred to as "Voice Print") analysis.

In sum, this work is a highly detailed, scientific and technology-based reference guide and succeeds in its stated purpose of presenting technological information on the use of audio and video recordings in the legal context. The book is quite useful for a broad overview of technological issues and electronic evidence analysis and alteration, but is more helpful to the practitioner when used in conjunction with the noted ALR annotations, AmJur materials and leading articles cited by the author. —Richard E. Slaney, Wolcott, Rivers, Wheary, Basnight & Kelly, P.C., Virginia Beach, Virginia

Turbulence!: Challenges and Opportunities in the World of Work: Are You Prepared for the Future? Roger E. Herman. Oakhill Press. 1995. \$22.95. Order: (800) 322-6657

If futurist Roger Herman fails to motivate the reader to prepare for the future, then no one will. His latest book provides insightful and practical information for today's workers and employers, and his conversational tone makes the work highly accessible for any reader. He begins by discussing 11 vital trends affecting the workplace. He believes the economy is on an upswing, and he points to statistics which show that more consumers are in the peak spending age range. These consumers are demanding increased value, quality and service. In response, employers will need to trim their overhead costs and tailor employee training programs to new emerging technologies. Employers will have to look for ways to retain their workers because, in a healthy economy, workers will no longer feel the need to stay in safe but boring or unchallenging jobs. Herman calls this corporate cocooning, and he provides a number of strategies for dealing with this.

Next, Herman identifies three critical factors influencing the future: changing demographics, educational deficiencies and obsolete workers. The validity of these three factors is illustrated in *The American Work Force 1992-2005*, a document produced by the U.S. Department of Labor in 1994. As both works indicate, the labor supply in general will not experience much growth, with the manufacturing sector declining and the service industry growing. A number of occupations will become obsolete due to computers and technology, and jobs will be restructured. Workers will have to adapt to this new workplace and position themselves for success.

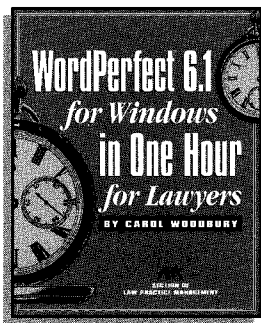
Finally, Herman makes five forecasts for the future. These forecasts come as no surprise since they encompass much of what Herman has been saying all along in the book. First, economic growth will stimulate cocooners to look for challenging work. Second, working at home will

Donna K. Bausch is law librarian at Norfolk Law Library, 1300 Dominion Tower, 999 Waterside Drive, Norfolk, Virginia 23510.



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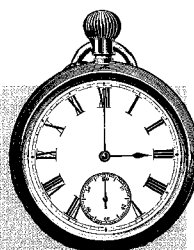
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become more popular. Third, jobs will be customized to workers, with job sharing and nontraditional work schedules on the rise. Fourth, workers will be more adaptable and self-sufficient, and fifth, workers will have their choice of jobs. *Turbulence!* concludes with a discussion of the corporate implications of these forecasts and advice for young people.

Both employers and employees will benefit from reading this highly motivational work. Perhaps the only draw-

back to the book is Herman's promotion and advertisement of his colleagues' works, which should have been reserved for the appendix. — *Juliet M. Casper, Electronic Services Reference Librarian, Indiana University School of Law Library, Bloomington, Indiana*

The 10% Principle: How to Get Extraordinary Results from Extraordinary People. Dr. Barrie Richardson with Mary Ann Cas-

tronovo Fusco. Pfeiffer & Company. 1994. \$12.95. Order: (800) 274-4434

This work rests on the idea that the difference between ordinary and extraordinary is relatively small—only 10 percent. How to get there is based on easily adopted concepts. They can be summarized as 1) don't settle for what is acceptable; 2) don't underestimate the creativity and dedication of your employees and yourself; 3) look at your situation creatively; 4) challenges are opportunities; and 5) you and your staff should operate equally in terms of information, responsibility and willingness to propose new ways to work better.

Richardson is a professor at the Frost School of Business at Centenary College in Louisiana. This book is a synopsis of his lectures to a number of major corporations. It is addressed to someone learning the basics of good office management. There is no index. Only two of the six books listed in its bibliography deal directly with business administration.

The drawback of this book is its repetitiveness. Richardson's anecdotes, such as "Chinese eyes" to symbolize a fresh perspective, are alluded to over and over again. This book is a collaborative effort and it shows in its conversational style. However, allusions to previous points do not build on themselves to make the book more instructive as it continues. Moreover, the ideas themselves are not unique to Richardson. They can be found better articulated in other places, starting with articles in this magazine. Consequently, I would not recommend purchase of this book. —*Robert L. Flax, Flax & Stout, Richmond, Virginia* ■

BRIEFS ■ *Cont'd from page 56*

article by Steven Mason, "Privacy and Security on the Internet."

Also new for Internet lawyers is "legal.online," edited by Bob Ambrogi, former editor of the *Massachusetts Lawyers Weekly*. It's published by Legal Communications, Ltd., of Philadelphia; telephone (800) 722-7670, extension 2310, for information.

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